

ASX Announcement **31 January 2025**

Chief Executive Officer Appointment

Range International Limited (ASX:RAN, **Company** or **Range**), manufacturer of Re>Pal™ 'zero-waste', recycled plastic pallets is pleased to confirm the appointment of Russell Kennett as Chief Executive Officer of the Company effective 31 January 2025 and an update to the Executive Chairman remuneration.

Russell has been working full time with Range International Limited since July 2022 - assisting the Board with a strategic review of the Group's activities, identifying and analysing new opportunities and implementing new systems and structures to position the business for growth. He worked closely with management to achieve the successful restructure of Re>Pal Indonesia's operations; introduced performance monitoring and reporting for Re>Pal's manufacturing activities; managed the outsourcing of the finance functions of the Group and has overseen and guided the Group's financial affairs over the past 24 months. Since June 2024, he has taken leadership of Re>Pal Indonesia's sales and marketing team. Russell is a director of Range International Holdings Limited (Singapore) and P.T. Re-Pal Indonesia.

Previously, Russell established State Street's banking business in Australia and headed the bank in Australia for 16 years. He was regional head of its Global Markets activities across Asia Pacific through to 2010, adding branches in Singapore, Taiwan and Seoul to the Tokyo, Hong Kong and Sydney offices while growing the value of the business significantly. During that time, he was also a director of various State Street entities in Asia and a director of AFMA. He was an independent trustee for the Energy Industry Superannuation Scheme for 4 years to 2017 and invested in and consulted to the property and venture capital sectors in Asia and USA for 10 years to 2020. His focus areas included marketing and sales, tax and legal, finance and governance, as well as capital raising, project management, strategic planning and management.

The Company advises that Richard Jenkins, Executive Chairman remuneration has been updated. The Board is of the view that Mr Jenkins brings strategic value to all aspects of the Company. RAN will continue to benefit from Mr Jenkins long standing experience of the Company's operations and business relationships.

In accordance with ASX Listing Rule 3.16.4, Range has included the material terms of Russell Kennett's and Richard Jenkins executive service agreements with Range as an appendix to this announcement and advises that the remuneration does not have a material cash impact to the Company.

This announcement has been approved by the Board of the Company.

Richard Jenkins
Executive Chairman
richard.jenkins@shellcove.net

David Hwang
Company Secretary
david@confidantpartners.com.au

+61 417 242 946

+61 433 292 290

About Range International:

Range is a manufacturer of plastic pallets. Our ThermoFusion™ technology allows Range to make 'zero waste', 100% upcycled plastic pallets. Range currently has production lines operating in its East Java factory in Indonesia and sells its pallets under the brand Re>Pal™, supplying pallets into Indonesia and across Asia Pacific.

Appendix A:

Summary of Chief Executive Officer Remuneration Arrangements

Position	Chief Executive Officer.
Start date	31 January 2025.
Remuneration	\$240,000 per annum, paid as cash or equity, or a combination of both*.
Incentives	The Board has not decided to offer or offered any award equity at this time.
Notice Period	3 months' notice by either party without cause.
Post employment terms	Non-compete and non-solicitation restrictions apply for up to 12 months.

Summary of Executive Chairman Remuneration Arrangements

Position	Executive Chairman.
Remuneration	\$130,000 per annum, paid as cash or equity, or a combination of both*.
Incentives	The Board has not decided to offer or offered any award equity at this time.
Notice Period	3 months' notice by either party without cause.
Post employment terms	Non-compete and non-solicitation restrictions apply for up to 12 months.

* The payment of remuneration or an award as cash or equity (or a combination of those) will be by determination of the Board. The Board has not decided to offer or offered any award equity at this time, and any offer or issue of equity will be subject to any required approvals.